INDUSTRIAL WELFARE SOCIETY

Founded 1918 Incorporated 1928

Patron: H.M. THE KING

ANNUAL REPORT

WITH BALANCE SHEET

for the year ended
June 30th, 1943

COUNCIL

Chairman: COMMANDER SIR CHARLES CRAVEN, BART., O.B.E., R.N.
(Vickers-Armstrongs, Ltd.)

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LT.-COL. E. BRIGGS, D.S.O. Lever Brothers & Unilever Ltd.
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MR. F. S. BUTTON, J.P. A.E.U.
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MR. W. F. COAKER.
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Miss C. Haslett, c.b.e.

Mr. G. A. Isaacs, j.p., m.p. N.A.T.S.O.P.A.

Mr. Alexander Johnston, j.p. North British Rubber Co., Ltd.

Mr. J. Sinclair Kerr. Lancashire Steel Corporation Ltd.

Mr. Ernest Leete. London Electric Wire Co. & Smiths Ltd.

Mr. Geoffrey le M. Mander, m.p. Mander Bros. Ltd.

Miss M. Cecile Matheson.

Mr. Hector McMichael. McVitie & Price Ltd.

Sir S. Osborn. S. Osborn & Co., Ltd.

Lord Pentland.

Mrs. E. L. Pigott. Manfield & Sons, Ltd.

Miss H. Reynard, m.a. King's College of Household & Social Science.

Mr. B. Seebohm Rowntree, c.h.

Mr. T. E. A. Stowell, m.d., f.r.c.s.

Mr. H. C. Sydney Tyler. Wolsey Limited.

Mr. Ridley Warham, j.p. The Ashington Coal Co., Ltd.

Mr. A. R. Wildey. The Wall Paper Manufacturers Ltd.
(A. Sanderson & Sons Branch).

Rt. Hon. Lord Woolton of Liverpool, c.h.

Mr. Fred H. Young. Jas. Templeton & Company.

The Rev. Robert R. Hyde, m.v.o.: *Director.*

Hon. Auditor: Rt. Hon. Lord Plender, g.b.e.

Hon. Solicitors: Messrs. Hargrove & Co.

Hon. Treasurer and Chairman, Finance and Organisation Committee:
Mr. Ernest Leete.

Chairman of Advisory Medical Committee: Mr. T. E. A. Stowell, m.d., f.r.c.s.

Bankers: Westminster Bank Ltd., Grosvenor Gardens, S.W.1.

Secretary: Mr. G. L. Perry.

Registered Offices: 14, Hobart Place, Westminster, S.W.1.
(Sloane: 6182)

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ANNUAL REPORT, 1942-43.

IN order to comply with the Paper Controller's request for economy the Council feel it desirable to condense the Annual Report to the briefest possible record of a few outstanding features of the year's work.

The membership has reached the highest peak, no fewer than 520 members having joined since July 1st, 1942. This increase has resulted in a record number of enquiries and visits, as well as in a volume of service, particularly relating to medical, canteen and legal questions, which have been successfully dealt with, in spite of many changes in the staff and a certain amount of dislocation. A record number of appointments have been made from the Society's panel.

One of the most pleasing features of the year's work has been the close and friendly association established with practically every Government Department—an association which made possible in November last the holding, in London, of a two-day conference in co-operation with the Treasury, when the welfare of departmental office staffs was discussed. Over two hundred delegates from the departments took part and the Right Hon. Ernest Bevin, M.P., Minister of Labour and National Service, spoke at one of the sessions. Short lecture courses of this type have proved extremely useful and during twelve months 2,700 delegates from member firms have attended.

A considerable number of meetings, of every kind and in many districts, have been addressed by the Director and members of the staff, and the appreciation expressed by those responsible for these gatherings has proved that this educational work has been of great value in promoting interest in welfare work.

The contact with other countries, notably the United States of America, has been maintained with pleasing results.

By the death of Mr. Sam Mavor the Council has lost one of its oldest members—one who was always eager to help in any way possible in the development of the Society's work.

The Council desire to acknowledge their indebtedness to the Right Hon. Lord Plender, G.B.E., the honorary auditor, and to Mr. Harold Hargrove, honorary solicitor, for their very valuable services during another year.

When the war is over, and paper restrictions removed, the Council hope to prove to the members that the Society has made no small contribution to the national effort.

INDUSTRIAL WELFARE

(*Incorporated on the 25th October*, 1928 *under the Companies*

BALANCE SHEET

	£ s. d.	£ s. d.
CREDITORS AND ACCRUED CHARGES . .		583 0 0
CONFERENCE FEES AND JOURNAL SUBSCRIPTIONS RECEIVED IN ADVANCE		1,397 0 0
STAFF BENEVOLENT FUND ACCOUNT—		
Balance as at 30th June, 1942 . .	471 0 0	
Less : Excess of Grants over Income for the year	15 0 0	
		456 0 0
GENERAL FUND ACCOUNT—		
Balances as at 30th June, 1942 :		
Income and Expenditure Account .	937 0 0	
*Endowment Fund Account . .	958 0 0	
Twenty-first Anniversary Fund Account	5,395 0 0	
*Special Gift made in 1933 : Amount held by Trustees . .	13,383 0 0	
	20,673 0 0	
Add : Excess of Income over Expenditure for the year ended 30th June, 1943, per attached Account	5,346 0 0	
		26,019 0 0
		£28,455 0 0

*Transferred to General Fund with consent of Donor.

REPORT OF THE AUDITOR TO THE MEMBERS OF THE

I have examined the above Balance Sheet, dated 30th June, 1943 explanations I have required. In my opinion such Balance Sheet is prop Society's affairs according to the best of my information and the explan

5, London Wall Buildings, London, E.C.2.

22nd September, 1943.

OCIETY (Incorporated)

s 1908 *to* 1917 *as a Company limited by Guarantee*)

TH JUNE, 1943.

	£ s. d.	£ s. d.
FURNITURE AND FITTINGS at Cost, *less* Depreciation and Proceeds of Sales :—		
Balance as at 30th June, 1942 . .	186 0 0	
Add : Expenditure during year . .	165 0 0	
	351 0 0	
Less : Depreciation	88 0 0	
		263 0 0
DEBTORS		472 0 0
PAYMENTS IN ADVANCE		116 0 0
INVESTMENTS, at Cost :—		
Staff Benevolent Fund—		
British Government Securities (Value based on Market Quotations £463) .		456 0 0
General Fund—		
British Government and Municipal Securities	21,027 0 0	
Dominion Government Securities . .	4,020 0 0	
(Value based on Market Quotations £25,309)		25,047 0 0
CASH AT BANK AND IN HAND . . .		2,101 0 0
		£28,455 0 0

(Signed) CHARLES CRAVEN
(Signed) GLADYS BURLTON } *Members of the Council.*

(Signed) ERNEST LEETE, *Honorary Treasurer and Chairman of the Finance and Organisation Committee.*

DUSTRIAL WELFARE SOCIETY (INCORPORATED)

the books of the Society and have obtained all the information and rawn up so as to exhibit a true and correct view of the state of the s given to me and as shown by the books of the Society.

(Signed) PLENDER, *Chartered Accountant,*
Honorary Auditor.

INDUSTRIAL WELFARE

INCOME AND EXPENDITURE ACCOUNT

	£ s. d.	£ s. d.
To Salaries :		
Welfare Organisation and Information Service	5,409 0 0	
Department for the Development and Extension of the Objects of the Society .	1,800 0 0	
Administration	2,188 0 0	
		9,397 0 0
„ Staff Pension Scheme Contributions . .		1,056 0 0
„ Travelling and other Expenses of Director and Organisers		1,323 0 0
„ Hire of Halls, Conference Accommodation, etc.		287 0 0
„ Copies of *Industrial Welfare* and *Personnel Management* Journal supplied to Members and others		1,087 0 0
„ Printing, Stationery and Pamphlets . .		922 0 0
„ Postages, Telegrams and Telephone . .		747 0 0
„ Rent and Rates		611 0 0
„ Cleaning, Lighting and Heating . .		255 0 0
„ Sundry Office Expenses		335 0 0
„ Provision for Maintenance and Redecoration of Premises		50 0 0
„ Depreciation of Furniture and Fittings .		88 0 0
„ Balance, being Excess of Income over Expenditure carried to Balance Sheet		5,346 0 0
		£21,504 0 0

SOCIETY (Incorporated)

FOR THE YEAR ENDED 30TH JUNE, 1943

	£	s.	d.
By Subscriptions received from Members . . . (No credit has been taken for subscriptions due but not collected.)	11,666	0	0
,, Donations received from Members and Others . .	5,688	0	0
	17,354	0	0
,, *Industrial Welfare and Personnel Management* Journal : Excess of Income over Expenditure . .	876	0	0
,, Contributions to Conferences and Lectures . .	1,889	0	0
,, Proceeds from Sale of Pamphlets	793	0	0
,, Interest on Investments (Gross)	592	0	0
	£21,504	0	0

NOTES ON THE ACCOUNTS, 1942-43

The Accounts are presented in somewhat different form this year—the special funds raised during recent years (including the balance of the gift received ten years ago for development work) having been merged in the general fund account. Out of this small reserve fund it will be possible to cover the cost of extension work as and when the need arises : at the present rate of progress the receipts from membership subscriptions should be adequate to meet the normal expenditure of the Society.

Income for the year ended 30th June last totalled £21,504 and Expenditure £16,158, shewing a surplus of £5,346. This very favourable result is due, in the first place, to the striking success of the appeal made by Sir Charles Craven for gifts to mark the 25th anniversary of the Society and, secondly, to the influx of new members. The financial position is much more satisfactory now than at any other time during the twenty-five years the Society has been in existence. By their support, firms have shewn that they value the practical services they receive in return for their annual subscription. Our desire is to maintain those services at their present high standard of usefulness, and we welcome the co-operation of our friends in making known to non-members the benefits to be derived from membership.

(*Signed*) ERNEST LEETE
Chairman of Finance and Organisation Committee and Honorary Treasurer.

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